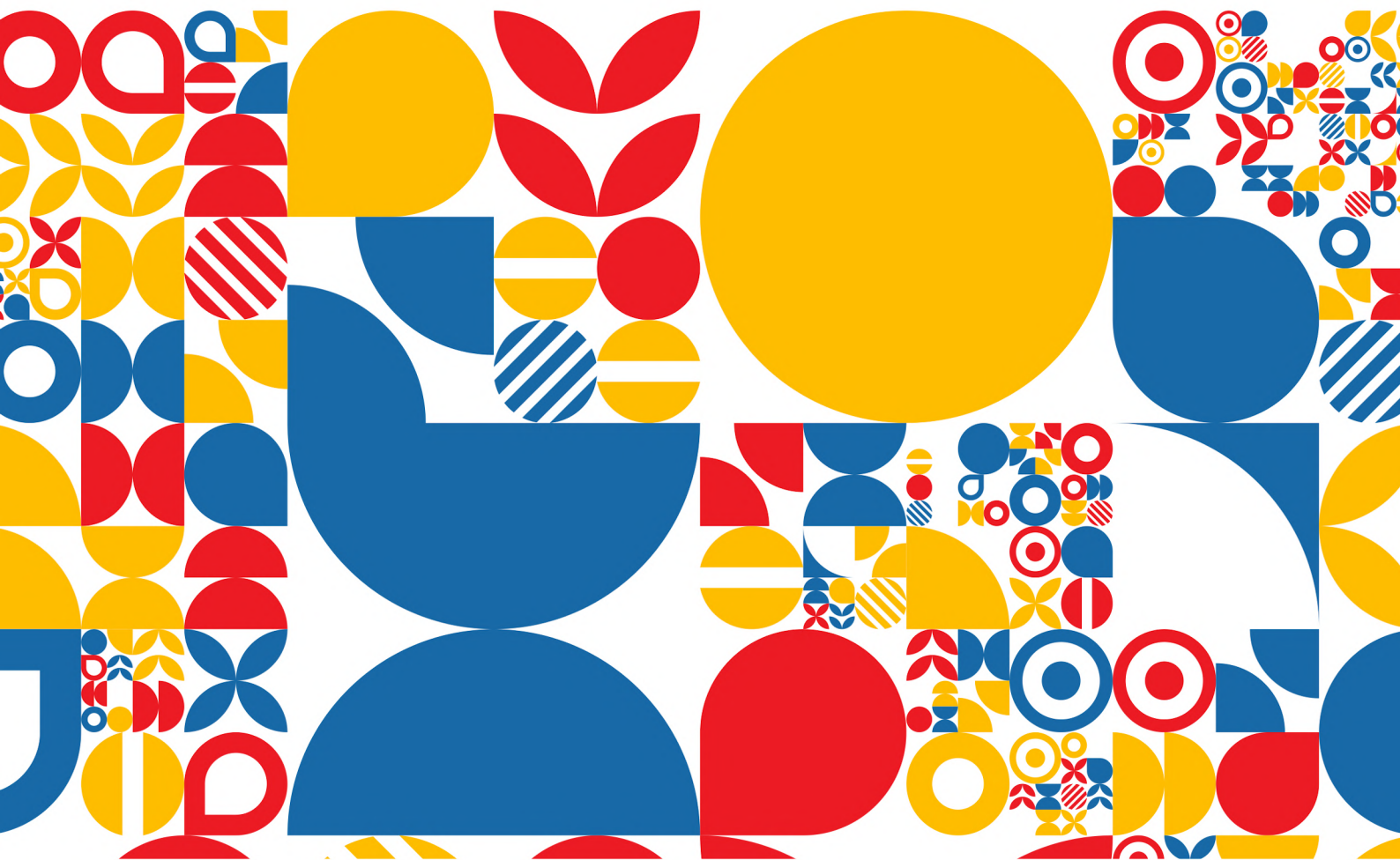


EDUCATIONAL PROJECT

TITLE: DIVERSITY IS US – AN EFFECTIVE TEAM

COMPETENCES: Ability to cooperate in a multicultural environment, managing a dispersed team, working in a dispersed team using a cloud environment, solutions supporting online communication.



INTRODUCTION

A couple of words for the teacher

Multiculturalism is common today. In professional life, when preparing young employees to enter the market, it is necessary to ensure that they are equipped with cross-cutting competences, with which they will be able to move freely on the domestic and international labour market. Therefore, being aware of differences between cultures is of great importance. Unfamiliarity with other cultures and customs can create misunderstandings and conflicts. On the other hand, the diversity of employees in the context of their origin and culture can contribute to the generation of knowledge and innovation, and thus lead to an increase in the value of teams in the organisation. Diversity can be a source of advantage of a multicultural organisation over a monocultural organisation. It leads to greater development potential of a multicultural organisation, the ability to act flexibly and adapt to changing environmental conditions. Cultural differences significantly affect the need to use diversified solutions in the area of human resource management.

WHO IS IT FOR?

Students of vocational schools from the economic and administrative sector, including educational pathways based on finance and accounting.



PROJECT INSTRUCTIONS

The proposed project aims to:

- Expand students' knowledge of the subject of:
 - functioning of multicultural teams at work
 - the relationship between origin and approach to work, tools, goals, responsibilities, communication, etc.
- shaping of:
 - the skills necessary for effective operation in a multicultural environment
 - online communication skills
 - the ability to use cloud tools at work

The project is to be carried out by 5 groups, each of which performs its assigned task within four weeks. As a summary of the project, students prepare a multimedia presentation on the situation of a selected professional group in a multicultural environment in an organisation.

The suggested number of project tasks and teams created may change depending on the interest shown by students in the discussed problem.

AIMS

Students:

- learn about the benefits and risks of cooperation in a multicultural environment,
- build conscious communication based on diversity using online/cloud tools,
- learn about the elements of working in a dispersed environment,



- plan further education, taking into account the skills and qualifications necessary to perform work in their dream profession in a multicultural environment,
- learn what competencies are in demand on the modern market,
- improve the skills of researching, selecting and presenting information.

TASKS FOR THE GROUPS

Let's assume that you are creating a new team in your department. The accounting department is undergoing a major modification and from the new quarter you will be working with employees from Colombia and India as part of a joint project for a large international client. As part of this cooperation, you have to create a harmonious team together. Each team will prepare a presentation about their team within 4 weeks.

The presentation should take into account the following aspects of the issue:

1. Introduction of the team - defining tasks, responsibilities, nature of the work performed, structure;
2. defining the rules prevailing in the team;
3. proposed methods of communication and tools for online communication, taking into account the preferences of the 3 countries;
4. identifying your strengths as a team;
5. developing a plan for dealing with crises and conflicts;
6. building a place in the cloud for your team and its presentation;
7. initiating the first team meeting - meeting agenda.



PROJECT SCHEDULE

- activities of students last 4 weeks,
- each stage of work is monitored by a teacher who provides substantive support to students,
- at the beginning of the educational project, a contract is signed between the teacher and the students (CARD 1),
- stages of work are reported to the teacher through the systematic filling out of the table (CARD 2).

WORK DOCUMENTATION

Conclusions and comments regarding the implementation of specific tasks are recorded by students on an ongoing basis in the table with the work plan. The teacher makes their comments in the work schedule form. Students can also document their activities, e.g., collect materials in a portfolio. During the presentation, the portfolio can be given to the teacher as an attachment to the presentation.



CARD 1

EXAMPLE CONTRACT



OUR RULES

As part of the educational project:
DIVERSITY IS US - AN EFFECTIVE TEAM



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SIGNATURES

<p><input checked="" type="checkbox"/> Teacher</p> <p><input checked="" type="checkbox"/></p>	<p><input checked="" type="checkbox"/> Group leaders</p> <p><input checked="" type="checkbox"/></p> <p><input checked="" type="checkbox"/></p>
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CARD 2

EXAMPLE WORK SCHEDULE

GROUP NAME	TASK NUMBER	DATE OF COMPLETION OF THE TASK	DATE OF CONSULTATION	COMMENTS
1. XYZ	1. 2. 3. 4. 5.	1. 2. 3. 4. 5.	1. 2. 3. 4. 5.	
2.				
3.				
4.				



CARD 3

WORK SCHEDULE

STAGE	ACTION	DATE	PERSON RESPONSIBLE
preparations			
Collecting			
Elaborating			
Executing			
Presentation			



FOR THE TEACHER

EXAMPLE ASSESSMENT SHEET

CRITERIA	SCORE
Organization of work: division of tasks and responsibilities among individual team members.	
Involvement in the work of all team members.	
Documentation of work on the project.	
Approach to the task: conscientiousness, resourcefulness, commitment.	
Creativity, originality, ingenuity of the participants.	
Systematic implementation of subsequent stages of work.	
Compliance with agreed deadlines.	
Teamwork atmosphere, conflict resolution skills.	
Presentation of the final work.	
TOTAL	



CONCLUSIONS FOR THE TEACHER

As part of the industry task for students, after summarising all presentations, it is worth paying attention to the following elements:

- Multicultural cooperation in the team,
- Group rules adopted by the teams,
- Did the teams appreciate the diversity, did they adapt the adopted rules of work to the 3 countries?
- How was communication within the team?

As part of the summary, you can discuss the principles of online communication along with the use of cloud tools in a multicultural team. You can simulate a "live" team meeting in the classroom or the second variant of the further exercise - you can simulate the cooperation of all 5 teams involved in the educational project.

